

AD-A093 210

YALE UNIV NEW HAVEN CT DEPT OF PSYCHOLOGY  
THE NATURE OF INTELLIGENCE.(U)

F/6 5/10

OCT 80 R J STERNBERG

N00014-78-C-0025

UNCLASSIFIED

RR-6-80

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

1 0 1  
1 0 1  
1 0 1

END

DATE

FILED

1-81

DTIC

**LEVEL** <sup>IV</sup>

**(12)**  
NW

AD A093210

**The Nature of Intelligence**

**Robert J. Starnberg**

**Department of Psychology  
Yale University  
New Haven, Connecticut 06520**

**Technical Report No. 27  
October, 1980**

**Approved for public release; distribution unlimited.  
Reproduction in whole or in part is permitted for  
any purpose of the United States Government.**

**This research was sponsored by the Personnel and  
Training Research Programs, Psychological Sciences  
Division, Office of Naval Research, under Contract  
No. N0001478C0023, Contract Authority Identification  
Number NR 150-412.**

**DTIC  
ELECTE  
DEC 29 1980  
S D D**

**80 12 24 012**

**DTIC FILED**

UNCLASSIFIED

SECURITY CLASSIFICATION OF THIS PAGE (When Data Entered)

## REPORT DOCUMENTATION PAGE

READ INSTRUCTIONS  
BEFORE COMPLETING FORM

1. REPORT NUMBER

Technical Report No. 27

2. GOVT ACCESSION NO.

AD-A093 210

3. RECIPIENT'S CATALOG NUMBER

4. TITLE (and Subtitle)

The Nature of Intelligence

5. TYPE OF REPORT & PERIOD COVERED  
Periodic Technical Report  
(1 Jul 80 - 30 Sep 80)6. PERFORMING ORG. REPORT NUMBER  
Research Report No. 6-80

7. AUTHOR(s)

Robert J. Sternberg

8. CONTRACT OR GRANT NUMBER(s)

N0001478C0025

9. PERFORMING ORGANIZATION NAME AND ADDRESS

Department of Psychology  
Yale University  
New Haven, Connecticut 0652010. PROGRAM ELEMENT, PROJECT, TASK  
AREA & WORK UNIT NUMBERS61153N;  
RR 042-04; RR 042-04-01;  
NR 150-412

11. CONTROLLING OFFICE NAME AND ADDRESS

Personnel and Training Research Programs  
Office of Naval Research (Code 458)  
Arlington, Virginia 22217

12. REPORT DATE

1 Oct 80

14. MONITORING AGENCY NAME &amp; ADDRESS (if different from Controlling Office)

KR-6-80, TR-27

13. NUMBER OF PAGES

22

15. SECURITY CLASS. (of this report)

Unclassified

15a. DECLASSIFICATION DOWNGRADING  
SCHEDULE

16. DISTRIBUTION STATEMENT (of this Report)

Approved for public release; distribution unlimited

17. DISTRIBUTION STATEMENT (of the abstract entered in Block 20, if different from Report)

18. SUPPLEMENTARY NOTES

New York University Education Quarterly, in press

19. KEY WORDS (Continue on reverse side if necessary and identify by block number)

Intelligence, macrocomponents, microcomponents

20. ABSTRACT (Continue on reverse side if necessary and identify by block number)

This article discusses the nature of intelligence, introducing a new distinction between macrocomponents and microcomponents of human intelligence. Macrocomponents are the global-level constellations of processes that are formed from concatenations of microcomponents, and include general, academic, practical, crystallized, and fluid intelligence, as well as motivation. Microcomponents are fairly elementary operations such as inference and identification of analogical relations. The article considers what the macrocomponents are.

DD FORM 1 JAN 73 1473

EDITION OF 1 NOV 65 IS OBSOLETE  
S/N 0102-LF-014-6611

UNCLASSIFIED

SECURITY CLASSIFICATION OF THIS PAGE (When Data Entered)

402628

17

UNCLASSIFIED

SECURITY CLASSIFICATION OF THIS PAGE (When Data Entered)

cont.

ponents and microcomponents of intelligence are, and examines the extent to which IQ tests measure these components.



UNCLASSIFIED

SECURITY CLASSIFICATION OF THIS PAGE (When Data Entered)

The Nature of Intelligence

Robert J. Sternberg

Yale University

DTIC  
ELECTE  
DEC 29 1980  
S D

Running head: Intelligence

Send proofs to: Robert J. Sternberg  
Department of Psychology  
Yale University  
Box 11A Yale Station  
New Haven, Connecticut 06520

Accession For	
DTIS GRAAI	<input checked="checked" type="checkbox"/>
DTIC TAB	<input type="checkbox"/>
Unannounced	<input type="checkbox"/>
Justification	
By	
Distribution/	
Availability Codes	
Dist	Avail and/or
A	Special

## The Nature of Intelligence

A storm of controversy has descended upon the once placid IQ-testing establishment. If we are to seek a nontrivial understanding of the relationship between natural intelligence on the one hand, and measured intelligence (IQ) on the other, there is one route to solution that will clearly not lead us to the heart of the problem, and that we must avoid at all costs. This is the route in which one defines away (rather than defines) intelligence as whatever it is that IQ tests measure.

Like other investigators in the field of intelligence, I have my own preferred bag of tricks for studying intelligent functioning. I believe my methods have worked rather well, and I will certainly share the major details of some of these methods with you. But I do not claim that they, and they alone, can tell us the true nature of intelligence. Instead, I am prepared to make an even more daring claim, namely, that most of the analytic methods for studying intelligence that have been used have told us a fair amount about the nature of intelligence, and that a careful examination of their findings reveals a common core of generalizations. The fact that this common core exists essentially independently of the method of analysis used convinces me that we need not turn in despair to operational definitions, because we can make some generalizations about the nature of intelligence that are not idiosyncratic to the methodological or theoretical preferences of any particular school of thought. Let us consider now what four of these schools of thought are, some findings that have emerged from them, and how these findings generalize across the various schools.

### Definitions of Intelligence

One approach to understanding what intelligence is involves simply asking people to define it (in a nontrivial way). Usually, these people are experts. The most famous example of this approach in action can be found in "Intelligence

and its Measurement," a symposium in which the editors of the Journal of Educational Psychology asked experts in the field of intelligence to indicate what they conceive 'intelligence' to be." (1) Fourteen experts responded, and although the symposium was presented way back in 1921, one might speculate that similar kinds of responses would be obtained from experts today. The definitions included (a) the power of good responses from the point of view of truth or fact (E. L. Thorndike); (b) the ability to carry on abstract thinking (L. M. Terman); (c) having learned or ability to learn to adjust oneself to the environment (S. S. Colvin); (d) ability to adapt oneself adequately to relatively new situations in life (R. Pintner); (e) the capacity for knowledge and knowledge possessed (V. A. C. Henmon); (f) a biological mechanism by which the effects of a complexity of stimuli are brought together and given a somewhat unified effect in behavior (J. Peterson); (g) the capacity to inhibit an instinctive adjustment, the capacity to redefine the inhibited adjustment in the light of imaginably experienced trial and error, and the volitional capacity to realize the modified instinctive adjustment into overt behavior to the advantage of the individual as a social animal (L. L. Thurstone); (h) the capacity to acquire capacity (H. Woodrow); and (i) the capacity to learn or to profit by experience (W. F. Dearborn). The other experts did not answer the question directly.

Viewed narrowly, there seem to be as many definitions of intelligence as there were experts asked to define intelligence. Viewed broadly, however, at least three themes seem to run through many of these definitions. One theme is the ability to learn or profit from experience, and the knowledge actually acquired in this way; a second theme is real-world problem solving of the kind needed for adaptation to the vagaries of an uncertain and changing environment; and a third theme is abstract thinking or reasoning ability, such as that required in integrating information from a variety of diverse sources. There is also a hint in some of these definitions, particularly in that of Thurstone, and in the text of the symposium as a whole, of

a motivational component in intelligence. In Thurstone's conceptualization, the intelligent organism is one with the volitional capacity to translate the products of the mind into actions that benefit the organism in its social milieu.

I noted above the possibility one might speculate that similar kinds of responses might be obtained from the experts of today. In fact, some colleagues and I at Yale conducted a survey by mail in which experts in the field of intelligence were asked to rate (on a 1 to 9 scale) either how important each of 158 behaviors is in defining their conception of an "ideally intelligent person," or how characteristic each of these behaviors is in the behavioral repertoire of such a person. (2) We used the statistical technique of factor analysis to identify the main constellations of behaviors that emerged from the responses of the 142 experts who replied. Factor analysis groups into constellations, or factors, ratings or scores that are highly related to (i.e., correlated with) each other, and separates ratings or scores that are only weakly related. Three such constellations emerged. The first, which we labeled "verbal intelligence," included general learning and comprehension abilities, as well as the knowledge gleaned from them. Examples of behaviors entering into this factor were "displays a good vocabulary," "reads with high comprehension," "is intellectually curious," "learns rapidly," "converses easily on a variety of subjects," and "reads widely." The second constellation, which we labeled "problem solving ability," included behaviors of the kind that might be viewed as involving abstract thinking or reasoning in the integration of information, for example, "able to apply knowledge to problems at hand," "poses problems in an optimal way," "solves problems well," "plans ahead," "gets to the heart of problems," "considers the end result of actions," and "approaches problems thoughtfully." The third constellation, which we labeled "practical intelligence," included real-world adaptive behaviors such as "sizes up situations well," "determines how to achieve goals," "displays awareness to the world around him or her,"



"displays interest in the world at large." Although I would not claim that these three factors coincide exactly with the three themes identified in a different way at a different time with different experts participating in the 1921 symposium, there is an apparent and I believe striking convergence in the abilities that were identified. The motivational component that seemed to run through some of the earlier responses also seems to run through some of the more recent ones, if anything, even more forcefully.

Even more striking, perhaps, than the convergence in views between the experts of yesterday and those of today is the convergence in views between the experts and laypeople of our own time. When the same survey that was given to the experts was given to a general sample of adults (nonstudents) in the New Haven area who answered a newspaper advertisement to participate in a psychology experiment, the correlations between the responses of the experts and the laypeople were almost as high as the reliabilities of the respective sets of responses would permit, both for the ratings of importance and for the ratings of characteristicness. Although the experts in our sample all had received doctoral degrees in psychology, were all employed at major colleges or universities, and had all published major research in the field of intelligence, their conceptions of intelligence differed hardly at all from the conceptions of the general adult population.

#### Factors of Intelligence

In the study of experts' and laypersons' conceptions of intelligence mentioned above, my colleagues and I factor analyzed people's ratings of behaviors that might be labelled "intelligent." A more conventional use of factor analysis, however, is in the analysis of the actual behaviors themselves. For example, an investigator might factor analyze patterns of correlations between scores on a large number of ability tests, looking for constellations of test scores that are highly related to each other, and hoping thereby to discover the

latent sources of individual differences that are hypothesized to generate observable differences in scores on the tests.

A number of different factorial theories of intelligence have been proposed, each based upon factor analyses of various kinds of mental-ability tests. Investigators usually propose or select among factorial theories on the bases of criteria such as psychological plausibility, parsimony, statistical goodness of fit, and the like.

The earliest factorial theory of the nature of intelligence was formulated by the inventor of factor analysis, Charles Spearman. (3) Spearman's analysis of relations among the kinds of mental tests he and other psychologists had been administering led him to propose what he inappropriately called a "two-factor" theory of intelligence. According to this theory, intelligence comprises two kinds of factors (rather than just two factors)--a general factor and specific factors. General ability, or "g," as measured by the general factor, is required for performance on mental tests of all kinds. Each specific ability, as measured by each specific factor, is required for performance on just one kind of mental test. Because there are as many specific factors as there are tests, specific factors are wholly unparsimonious, i.e., fail to provide any reduction of the data, and hence are of little interest. There is only a single general factor, however, making this factor of considerable interest.

As might be expected, the attempt to account for what is interesting in intelligent behavior via just a single factor proved to be too parsimonious for the tastes of most theorists: the single factor just didn't account for enough of the variation in different individuals' scores to render it a reasonably complete explanation of intelligence. More recent theorists have subdivided the general factor into two or more subfactors, and, interestingly, there seems to be rather broad agreement among contemporary factor theorists as to what at least two of these sub-

factors should be. They are what have been called "crystallized" and "fluid" abilities by Cattell, Horn, and their followers, and "verbal-educational" and "practical-mechanical" abilities by Vernon and his followers. (4) The corresponding abilities match very closely for two different theories proposed by two different research groups. No investigators, including the present ones, would claim that these are the only subfactors that might be identified, or that these subfactors could not be subdivided further. To the contrary, most contemporary factor theorists accept a hierarchical model of intelligence whereby further subdivisions are an integral part of their theories. What is striking, rather, is that a large number of investigators find this particular division to be a plausible, although partial, one.

In the Cattell-Horn terminology, crystallized ability includes the knowledge and skills measured by tests of vocabulary, general information, and reading comprehension. To a large extent, then, it represents the extent of a person's acculturation, both in terms of the outcomes of acculturation (vocabulary, general information) and the processes of acculturation (reading comprehension). Stated in another way, it may be viewed as a person's ability to learn or profit from experience, and the knowledge actually acquired in this way. When viewed in this way, "crystallized ability" is a label for one of the three themes that ran through the definitions of intelligence considered earlier. Fluid ability includes the skills and knowledge measured by abstract reasoning tests such as figural analogies (requiring individuals to indicate which of several answer options is related to a C term in the same way that a B term is related to an A term), figural series completions (requiring individuals to indicate which of several answer options completes a geometric progression), and figural classifications (requiring individuals to indicate which of several answer options is most similar to several given geometric figures). Fluid ability may be viewed as a person's ability to think and reason abstractly, another one of the themes that ran through the definitions of intelligence considered earlier.

There is nothing in the Cattell-Horn or Vernon theories that corresponds to the theme of practical problem-solving or adaptational ability. Indeed, although some investigators, such as Guilford, have included one or more factors of practical intelligence in their theories, the search for a replicable factor of practical or social intelligence that appears in multiple investigations has been an elusive one. (5) The motivational component that ran through the definitions of intelligence can also be seen running through the writings of Cattell, and is perhaps most clearly seen in Spearman's equation of  $g$  with "mental energy." (6)

For complex statistical reasons that I have discussed elsewhere, it is possible for the factor analysis of a given set of tests for a given set of subjects to support more than one theory. (7) I have also shown, however, that these "different" theories may all be viewed as special cases of a single theory, with each special case highlighting different aspects of the nature of intelligence. (8) I believe, therefore, that too much has been made of differences among theories in past writings, and not enough of their similarities.

#### Processes of Intelligence

Until about 1960, research on the nature of intelligence was dominated by the factorial approach to intelligence (which is sometimes called the differential approach or the psychometric approach). The publication in 1960 of two classic works by two different sets of "information-processing psychologists"--Miller, Galanter, and Pribram, and Newell, Shaw, and Simon--initiated a change in emphasis from research seeking to factor analyze the products of test performance to research seeking to isolate the processes of test performance. (9) By the 1970's, the information-processing approach was firmly entrenched in the study of intelligence. The adoption of the information-processing approach has not necessitated the rejection of what we learned from factor analysis. Rather, information-processing psychologists have sought to supplement our understanding of the factors of intelligence with an understanding of the processes that are responsible at

least in part for the generation of these factors as sources of individual differences. Examples of processes include encoding stimulus information, inferring relations between stimuli, and applying these relations to new contexts.

A number of different information-processing theories and methods have been proposed by researchers such as Jack Carroll, Earl Hunt, Arthur Jensen (whose work on information processing can and should be distinguished from his work on group differences in intelligence), James Pellegrino and Robert Glaser, Richard Snow, and myself. (10) These theories are similar in their postulation of sets of basic processes that are proposed to be used in intelligent information processing. They differ in the identities of the processes, the complexity of the processes, and the tasks from which the processes are isolated and which are alleged to measure intelligent performance. The tasks range in complexity from choice reaction time to complex reasoning problems. For example, in Hunt's theory, individual differences in verbal ability are understood in terms of people's differential rates of access to highly overlearned information stored in memory. In my own theory, individual differences in verbal ability are understood in terms of people's differential incidental learning of new concepts presented in everyday contexts.

It is not possible in the space allotted here to do justice to all of these theories, or even to describe any of them in great detail. I will, however, present the bare bones of my favorite theory, my own.

Whereas factorial theories use the factor (e.g., verbal comprehension, spatial visualization, and the like) as the unit of analysis, my theory and certain other information-processing theories use as the unit of analysis the component. Whereas a factor can be any kind of underlying source of individual differences, a component is an elementary information process that operates upon internal representations of objects or symbols. It should be emphasized that what is called "elemen-

tary" in one theory might be called "complex" in another: A component is elementary or complex with respect to the level of behavior a given theory is attempting to account for. A component may translate a sensory input into a conceptual representation, transform one conceptual representation into another, or translate a conceptual representation into a motor output. (11)

Components of intelligence can be subdivided on the basis of the functions they perform in intelligent problem solving. The subdivision is basically a matter of a given theorist's choice, and must be evaluated for its plausibility. Consider the possible form this subdivision takes in my own theory.

Components can be distinguished on the basis of function into five different kinds: metacomponents, performance components, acquisition components, retention components, and transfer components. The functions of these kinds of components will be illustrated in the context of their possible application to the solution of analogy problems.

Metacomponents are higher-order control processes used for executive planning and decision-making in problem solving. In an analogy problem, for example, one needs to (a) decide just what kind of answer the problem requires--multiple-choice, fill-in, or whatever; (b) select the inductive operations that are needed to solve an analogy; (c) decide upon an order in which the inductive or other operations should be applied; (d) decide whether to represent information contained in the terms of the analogy using a list of attributes, a multidimensional imaginal space, or whatever; (e) decide how much time can be allotted to a given analogy; and (f) monitor how well one is progressing toward finding the best of several analogy completions.

Bill Salter and I have collected data in which we have isolated two metacomponents of strategy selection (c in the above list) that we refer to as global planning and local planning. The metacomponents were isolated by mathematical

modeling of response time data in a complex analogical-reasoning test. (12) Global planning is applied to a set of problems that needs to be solved (e.g., an analogies subtest on an IQ test) and is heavily influenced by the context in which the problems are presented; but it is uninfluenced by the particulars of individual problems within the set. Local planning is applied to individual problems within a set, rather than to the set of problems as a whole. For very complex analogies, we have found that individuals with higher scores on a psychometric test of reasoning ability tend to spend more time than individuals with lower scores on global planning, but less time on local planning. The brighter individuals, in other words, seem to do more of their planning "up front" in performing a task.

Performance components are processes used in the execution of strategies for task performance. Performance components may be viewed as executing the plans and implementing the decisions laid down by the metacomponents.

My collaborators and I have isolated performance components from a number of different tasks by mathematical modeling of reaction time and error data. In an analogies task, it has been found that individuals with higher scores on psychometric tests of reasoning ability tend to spend more time in encoding the terms of an analogy than do individuals with lower scores, but less time in combining and comparing terms, and in responding. This pattern of results is quite compatible with the metacomponential pattern of results noted above. Brighter individuals spend relatively more time in preparing for (combination and comparison) operations that act upon encodings of analogy stimuli, but relatively less time in actually executing these operations.

Acquisition components are processes involved in learning new information; retention components are processes involved in retrieving information that has been previously acquired; and transfer components are processes involved in carrying over retained information from one situational context to another. Our research has not

yet reached the point where we are able to specify what these processes are.

How does this information-processing conception of intelligence relate to the definitional conceptions we considered, on the one hand, and to the factorial ones, on the other? In typical testing situations, the measurement of crystallized ability involves, for the most part, accumulated products of past executions of components of acquisition, retention, and transfer. In tests of vocabulary and general information, for example, and to a lesser extent, in tests of reading comprehension, the major determinant of individual differences will be knowledge acquired well before the test was ever taken. In contrast, the measurement of fluid ability involves, for the most part, current execution of components of performance. The components of reasoning required for the solution of items such as figural analogies, series completions, and classifications are executed at the time the test is actually taken.

Viewed in terms of the themes described in the section on definitions of intelligence, operations of acquisition, retention, and transfer components determine to a large extent one's ability to learn or profit from experience, and the knowledge actually acquired from experience; operations of performance components are largely responsible for an individual's abstract thinking or reasoning ability; and the metacomponents drive the components of all the other kinds. The metacomponents may be seen as the motivational element in the present theory, akin in some way to Spearman's concept of "mental energy." What is missing from this account, as from the factorial account, is any firm handle on practical problem solving and adaptation to real-world environments. We are currently attempting to apply my method of componential analysis to simulations of real-world task performance, and are hoping thereby to attain some understanding of how people carry out consequential actions in their everyday encounters with the environments in which they find themselves.



### Deficiencies of Intelligence

Numerous investigators have sought to understand the nature of intelligence by assessing what it is that mentally retarded individuals lack. A number of different approaches have been taken to understanding the nature of mental retardation, but three approaches are of particular interest to us here.

A first approach, identified with investigators such as John Belmont, John Borkowski, Ann Brown, Earl Butterfield, Joseph Campione, Norman Ellis, and David Zeaman, seeks to understand mental retardation in terms of ineffective functioning of what were called above acquisition, retention, and transfer components, and particularly, in the interaction between these kinds of components and metacomponents, or control processes. (13) It has been possible in some of the research using this approach to effect dramatic improvements in the learning and recall performance of retarded individuals by training these individuals in strategies for rehearsing items recently presented in word lists, strategies for organizing the words on these lists in a way that makes them easier to recall (e.g., by semantic category membership), strategies for apportioning study time during learning, and the like. In terms of the factorial language, subjects may be viewed as having been trained in skills that lead to improved crystallized ability. In terms of the language of the definitional approach, subjects may be viewed as having been trained to learn or profit from experience.

A second approach, identified with investigators such as Milton Budoff, Carl Bereiter, Sigfried Engelmann, and Reuven Feuerstein, seeks to understand mental retardation in terms of ineffective functioning of what were called above performance components, and particularly, in the interaction between this kind of component and metacomponents. (14) Improvements in performance on IQ tests have been attained through the use of training based upon this approach. Feuerstein's instrumental enrichment program is probably the largest-scale program of this kind, and the results of using it have been highly favorable. In terms of the factorial language,

subjects may be viewed as having been trained in fluid ability skills. In terms of the language of the definitional approach, subjects may be viewed as having been trained in abstract reasoning and thinking skills.

A third approach, identified primarily with Edward Zigler, seeks to understand mental retardation at least partly in terms of motivational variables that operate differently in normal and retarded individuals. (15) Zigler has not claimed that mental retardation should be understood primarily as some kind of motivational deficiency. Rather, he has suggested that in order to understand fully the effects of cognitive deficiencies, one must understand how the effects of cognitive variables are mediated by motivational ones. By effecting quantitative and qualitative changes in the motivational levels of retarded children, Zigler and his colleagues have been able to obtain large improvements in these children's performance on traditional cognitive tasks. I believe that Zigler has persuasively shown that the motivational component running through the notions of intelligence considered earlier is important as well in understanding one source of deficient performance in mentally retarded individuals.

No one seems to have proposed an approach to understanding mental retardation in terms of ineffective functioning in real-world environments (although the motivational approach comes close to this in some respects), and with good reason. Mildly retarded individuals, those who have been by far the most widely studied, function surprisingly well in real-world settings. Indeed, mild retardation seems primarily to be an academic problem and hence a childhood problem. Once the individual's primary adaptation is to spheres other than academic ones, there are an number of societal roles in which he or she can function effectively.

#### Conclusions

On the basis of the review conducted above, I am prepared to suggest that any fully adequate theory or measure of intelligence needs to take into account at least

four macrocomponents of intellectual performance. I am inclined to refer to them as "macrocomponents" in order to distinguish them from the "microcomponents" I described earlier in presenting my own theory of intelligence. The four macrocomponents are:

1. Ability to learn and profit from experience and the products of this experience (also referred to earlier as crystallized ability and as the functioning and products of acquisition, retention, and transfer components as driven by metacomponents). An intelligent person learns from his or her interactions with the environment, and uses his or her experience to greater advantage than does a less intelligent person. As a result, the intelligent person tends to know more (except in cases of deprivation of an individual in his or her interactions with the environment, in which cases the opportunities to learn are simply not presented to the individual).

2. Ability to think or reason abstractly (also referred to earlier as fluid ability and as the functioning of performance components as driven by metacomponents). An intelligent person can infer relations between events, apply these relations to new situations, integrate information, and otherwise exploit given and inferred information to greater advantage than can a less intelligent person.

3. Ability to adapt oneself to the vagaries of a changing and uncertain real-world environment. An intelligent person is a better practical problem solver than is a less intelligent person. He or she is better able to cope with the challenges that life presents. In making a decision as to whether to consummate an important purchase, for example, such a person is likely to consult more sources of information, to consult in particular those sources of information that are most likely to contain critical information, to evaluate and integrate the information that is accrued in a more careful manner, and to investigate more fully the alternatives that are available, such as the purchase of a competing product, or the purchase of no product at all.

4. Ability to motivate oneself to accomplish expeditiously the tasks one needs to accomplish. An intelligent person is more highly motivated than an unintelligent one to accomplish the things that matter for successful adaptation to his or her environment. Such a person expresses more of an orientation toward task accomplishment.

In distilling the findings of four approaches to intelligence in order to identify the macrocomponents that are common to all or almost all of them, I have of course been selective in my inclusion of information, and biased in my interpretation of the information I have included. Whether or not my selections and biases have been unfair is a matter for my readership and my peers in the field to judge. Like all investigators, I would like to believe that I have been reasonable and fair. One possibly promising sign that I have indeed been reasonable and fair is that there is nothing nonobvious about the four macrocomponents I have listed; to the contrary, they are abilities that people in various walks of life have for many years asserted to be integral parts of intelligence. Indeed, that is how they got on the list! To the extent that these four items do seem to emerge in research on intelligence, almost without regard to the approach that is used, one's confidence in their importance to a theory of intelligence increases.

Since the majority of investigators of intelligence switched their allegiance from the factorial approach (upon which IQ tests were originally based) to the information-processing approach, we have learned a lot about certain aspects of intelligent behavior. Consider, for example, the analogy problem that is so frequently found on tests of intelligence. Before the information-processing analysis of analogy task performance, we knew little more than that the analogy was a very good measure of fluid ability. We now know (a) the component processes people use in solving analogies, (b) the various strategies into which these processes combine in order to form a working procedure for solution, (c) upon what kinds of internal

representations for information these component processes and strategies act, (d) approximately how much time is spent on each component process for analogies of different kinds, (e) approximately how likely each of these processes is to be executed accurately, (f) which component processes are responsible to what degree for the analogy's usefulness as a measure of fluid ability, and quite a bit more. We also know how individuals differ in these various aspects of information processing, both within and across age levels. (16)

The knowledge we have gained from intensive information-processing analysis of problems found on IQ tests convinces me that contemporary theories of intelligence are quite adequate in their accounts of the first two macrocomponents listed above. But they are wholly inadequate in their accounts of the last two macrocomponents. If we return to the question posed at the beginning of the article regarding the relationship between natural intelligence and measured intelligence, we find that what IQ tests measure pretty much reflects the current state of theory, regardless of the approach motivating the theory. Intelligence tests are quite strong in their measurement of the first two macrocomponents in the list, but quite weak in their measurement of the last two macrocomponents. Note that factorial and information-processing theories have essentially the same patterns of strengths and weaknesses in this respect: A change from measurement of factors to measurement of microcomponents will not alter the essential coverage of the tests, because the items that have been analyzed via the two kinds of techniques are almost the same. Indeed, I have argued here and elsewhere in detail that the ground covered by factorial and information-processing theories is almost identical. (17)

I do not have any doubt that the motivation required to perform well on IQ tests will provide at least some indication of the motivation an individual has to perform in more typical kinds of situations; nor do I have any doubt that the ability to solve the often somewhat obscure kinds of problems presented on these tests will correlate in some small degree with the ability to solve problems in the

real world. But the measurement of these abilities provided by IQ tests is minimal and certainly less than adequate. Problems such as those both factorial and information-processing investigators have studied can measure only a small subset of the skills that contribute to intelligent behavior. People have tried before to measure motivational and practical problem solving abilities, and they have met with some success, at least in the motivational domain. (18) But I believe we need to redouble these efforts, despite the frequent frustrations with which they have met in past research. Our present policy in research on intelligence--to direct almost all of our efforts toward further understanding and better measurement of those abilities that we have been most successful in understanding and measuring in the past--is an understandable one. This policy has been productive in the past, and I expect it will continue to be productive in the future, at least in the short run. It is not likely to be the most productive policy to follow in the long run, however. I and many others believe we have pretty much reached a ceiling on what we can do with the kinds of tests we presently have. As I stated above, changing the forms of the scores from factorial to information-processing ones will not change the limitations inherent in the narrow range of abilities we are presently studying. In order to improve our measurement of intelligence and our theories of what gives rise to scores on these measurements, we need to supplement what we have, both in terms of measurement and theory. Perhaps we will have to accustom ourselves to experiencing more failures in meeting our short-term goals in order, hopefully, to experience more successes in eventually meeting our long-term goals. These goals would seem to include as an essential part the understanding and measurement of intelligence in the fullest sense of the term, rather than in a narrow and restrictive one. (19)

# Notes

1. "Intelligence and its Measurement: A Symposium," Journal of Educational Psychology 12 (1921): 123-147, 195-216, 271-275.
2. Robert J. Sternberg, Barbara E. Conway, Jerry L. Ketron, and Morty Bernstein, "People's Conceptions of Intelligence" (submitted for publication).
3. Charles Spearman, "'General Intelligence,' Objectively Determined and Measured," American Journal of Psychology 15 (1904): 201-93.
4. Raymond B. Cattell, Abilities: Their Structure, Growth, and Action (Boston: Houghton-Mifflin, 1971); John L. Horn, "Organization of Abilities and the Development of Intelligence," Psychological Review 75 (1968): 242-59; Philip E. Vernon, The Structure of Human Abilities (London: Methuen, 1971).
5. J. P. Guilford, The Nature of Human Intelligence (New York: McGraw-Hill, 1967); Daniel P. Keating, "The Search for Social Intelligence," Journal of Educational Psychology 70 (1978): 218-23.
6. Cattell, Abilities: Their Structure, Growth, and Action; Charles Spearman, The Abilities of Man (New York: Macmillan, 1927).
7. Robert J. Sternberg, Intelligence, Information Processing, and Analogical Reasoning: The Componential Analysis of Human Abilities (Hillsdale, New Jersey: Erlbaum, 1977).
8. Robert J. Sternberg, "Factor Theories of Intelligence are All Right Almost," Educational Researcher 9 (1980): 6-13, 18.
9. George A. Miller, Eugene Galanter, and Karl H. Pribram, Plans and the Structure of Behavior (New York: Holt, Rinehart, and Winston, 1960); Allen Newell, J. Shaw, and Herbert Simon, "Report on a general problem-solving program," Proceedings of the International Conference on Information Processing (Paris: UNESCO, 1960), pp. 256-264.

10. Earl B. Hunt, "Mechanics of Verbal Ability," Psychological Review 85 (1978): 109-130; Arthur R. Jensen, "g: Outmoded Theory or Unconquered Frontier?" Creative Science and Technology 2 (1979): 16-29; James W. Pellegrino and Robert Glaser, "Components of Inductive Reasoning," in Aptitude, Learning, and Instruction: Cognitive Process Analysis, ed. R. E. Snow, P. A. Federico, and W. Montague (Hillsdale, New Jersey: Erlbaum, 1980 ); Richard E. Snow, "Theory and Method for Research on Aptitude Processes," in Human Intelligence: Perspectives on its Theory and Measurement, ed. R. J. Sternberg and D. K. Detterman (Norwood, New Jersey: Ablex, 1979), pp. 105-38; Robert J. Sternberg, "The Nature of Mental Abilities," American Psychologist 34 (1979): 214-30.
11. Allen Newell and Herbert A. Simon, Human Problem Solving (Englewood Cliffs, New Jersey: Prentice-Hall, 1972); Sternberg, Intelligence, Information Processing, and Analogical Reasoning: The Componential Analysis of Human Abilities.
12. This research is described in Robert J. Sternberg, "Intelligence and Nonentrenchment," Journal of Educational Psychology (in press).
13. John M. Belmont and Earl C. Butterfield, "Learning Strategies as Determinants of Memory Deficiencies," Cognitive Psychology 2 (1971): 411-20 ; John G. Perkowski and John C. Cavanaugh, "Maintenance and Generalization of Skills and Strategies by the Retarded," in Handbook of Mental Deficiency, ed. N. R. Ellis (Hillsdale, New Jersey: Erlbaum, 1979), pp. 569-617; Ann L. Brown and Joseph C. Campione, "Training Strategic Study Time Apportionment in Educable Retarded Children," Intelligence 1 (1977): 94-107; Joseph C. Campione and Ann L. Brown, "Memory and Metamemory Development in Educable Retarded Children," in Perspectives on the Development of Memory and Cognition, ed. R. V. Kail, Jr., and J. W. Hagen (Hillsdale, New Jersey: Erlbaum, 1977), pp. 367-406; Norman R. Ellis, "Memory Processes in Retardates and Normals," in International Review of Research in Mental Retardation (Vol. 4), ed. N. R. Ellis (New York: Academic Press, 1978).



- pp. 1-32; David Zeaman, "Some Relations of General Intelligence and Selective Attention," Intelligence 2 (1978): 55-73.
14. Milton Budoff, "A Learning Potential Assessment Procedure: Rationale and Supporting Data," in Proceedings of the First Congress of The International Association for the Scientific Study of Mental Deficiency, ed. B. W. Richards (Reigate, England: M. Jackson, 1968); Sigfried Engelmann and Carl Bereiter, Teaching Disadvantaged Children in the Preschool (Englewood Cliffs, New Jersey: Prentice-Hall, 1966); Reuven Feuerstein, The Dynamic Assessment of Retarded Performers: The Learning Potential Assessment Device, Theory, Instruments, and Techniques (Baltimore: University Park Press, 1979); Reuven Feuerstein, Instrumental Enrichment: Redevelopment of Cognitive Functions of Retarded Performers (Baltimore: University Park Press, 1979).
  15. Edward Zigler, "Developmental versus Difference Theories of Mental Retardation and the Problem of Motivation," American Journal of Mental Deficiency 73 (1969): 536-56; Edward Zigler and Earl C. Butterfield, "Motivational Aspects of Changes in IQ Test Performance of Culturally Deprived Nursery School Children," Child Development 39 (1968): 1-14.
  16. Robert J. Sternberg and Bathsheva Rifkin, "The Development of Analogical Reasoning Processes," Journal of Experimental Child Psychology 27 (1979): 195-232; Robert J. Sternberg and Georgia Nigro, "Developmental Patterns in the Solution of Verbal Analogies," Child Development 51 (1980): 27-38.
  17. Robert J. Sternberg, "The Construct Validity of Aptitude Tests: An Information-processing Assessment," in Construct Validity in Psychological Measurement, ed. A. P. Maslow, R. H. McKillup, and M. Thatcher (Princeton: Educational Testing Service, 1980).
  18. David C. McClelland, "Methods of Measuring Human Motivation," in Motives in Fantasy, Action, and Society, ed. J. W. Atkinson (Princeton: D. Van Nostrand, 1958).

19. Preparation of this article was supported by Contract N0001478C0025 from the Office of Naval Research to Robert J. Sternberg.

Technical Reports Presently in this Series

NR 150-412, ONR Contract N0001478C0025

No.	Name	Published Reference
1	<u>Intelligence Research at the Interface between Differential and Cognitive Psychology.</u> January, 1978.	Sternberg, R. J. Intelligence research at the interface between differential and cognitive psychology. <u>Intelligence</u> 1978, <u>2</u> , 195-222.
2	<u>Isolating the Components of Intelligence.</u> January, 1978.	Sternberg, R. J. Isolating the components of intelligence. <u>Intelligence</u> , 1978, <u>2</u> , 117-128.
3	<u>Deductive Reasoning.</u> January, 1978.	Sternberg, R. J., Guyote, M. J., & Turner, M. E. Deductive reasoning. In R. E. Snow, P.-A. Federico, & W. Montague (Eds.), <u>Aptitude, learning, and instruction: Cognitive process analysis</u> (Vol. 1). Hillsdale, N.J.: Erlbaum, 1980.
4	<u>Toward a Unified Componential Theory of Human Reasoning.</u> April, 1978.	Sternberg, R. J. Toward a unified componential theory of human intelligence: I. Fluid ability. In M. Friedman, J. Das, & N. O'Connor (Eds.), <u>Intelligence and learning</u> . New York: Plenum, 1980.
5	<u>A Transitive-Chain Theory of Syllogistic Reasoning.</u> April, 1978.	UNPUBLISHED TO DATE
6	<u>Components of Syllogistic Reasoning.</u> April, 1978.	Sternberg, R. J., & Turner, M. E. Components of syllogistic reasoning. <u>Acta Psychologica</u> , in press.
7	<u>Metaphor, Induction, and Social Policy: The Convergence of Macroscopic and Microscopic Views.</u> April, 1978.	Sternberg, R. J., Tourangeau, R., & Migro, G. Metaphor, induction, and social policy: The convergence of macroscopic and microscopic views. In A. Ortony (Ed.), <u>Metaphor and thought</u> . New York: Cambridge University Press, 1979.
8	<u>A Proposed Resolution of Curious Conflicts in the Literature on Linear Syllogisms.</u> June, 1978.	Sternberg, R. J. A proposed resolution of curious conflicts in the literature on linear syllogisms. In R. Nickerson (Ed.), <u>Attention and performance VIII</u> . Hillsdale, N.J.: Erlbaum, 1980.
9	<u>The Nature of Mental Abilities.</u> June, 1978.	Sternberg, R. J. The nature of mental abilities. <u>American Psychologist</u> , 1979, <u>34</u> , 214-230.

Technical Reports Presently in this Series

NR 150-412

Page 2

No.	Name	Published Reference
10	<u>Psychometrics, Mathematical Psychology, and Cognition: Confessions of a Closet Psychometrician.</u> June, 1978.	UNPUBLISHABLE.
11	<u>Understanding and Appreciating Metaphors.</u> June, 1978.	UNPUBLISHED TO DATE.
12.	<u>Representation and Process in Transitive Inference.</u> October, 1978.	Sternberg, R. J. Representation and process in linear syllogistic reasoning. <u>Journal of Experimental Psychology: General</u> , 1980, <u>109</u> , 119-159.
13	<u>Aptness in Metaphor.</u> October, 1978.	Tourangeau, R., & Sternberg, R. J. Aptness in metaphor. <u>Cognitive Psychology</u> , in press.
14	<u>Contrasting Conceptions of Intelligence and their Educational Implications.</u> November, 1978.	Sternberg, R. J. Factor theories of intelligence are all right almost. <u>Educational Researcher</u> , in press.
15	<u>An Aptitude-Strategy Interaction in Linear Syllogistic Reasoning.</u> April, 1979.	Sternberg, R. J., & Weil, E. M. An aptitude-strategy interaction in linear syllogistic reasoning. <u>Journal of Educational Psychology</u> , 1980, <u>72</u> , 226-234.
16	<u>Intelligence Tests in the Year 2000: What Forms will they Take and what Purposes will they Serve?</u> April, 1979.	Sternberg, R. J. Six authors in search of a character: A play about intelligence tests in the year 2000. <u>Intelligence</u> , 1979, <u>3</u> , 281-291.
17	<u>New Views on IQs: A Silent Revolution of the 70s.</u> April, 1979.	Sternberg, R. J. Stalking the I.Q. quark. <u>Psychology Today</u> , 1979, <u>13</u> , 42-54.
18	<u>Unities in Inductive Reasoning.</u> October, 1979.	UNPUBLISHED TO DATE.
19	<u>Components of Human Intelligence.</u> October, 1979.	Sternberg, R. J. Sketch of a componential subtheory of human intelligence. <u>Behavioral and Brain Sciences</u> , in press.
20	<u>The Construct Validity of Aptitude Tests: An Information-Processing Assessment.</u> October, 1979.	Sternberg, R. J. The construct validity of aptitude tests: An information-processing assessment. In

# Technical Reports Presently in this Series

NR 150-412

Page 3

No.	Name	Published Reference
20 (Continued)		A. P. Maslow, R. H. McKillup, & M. Thatcher (Eds.), <u>Construct validity in psychological assessment</u> . Princeton: Educational Testing Service, in press.
21	<u>Evaluation of Evidence in Causal Inference</u> . October, 1979.	Schustack, M. W., & Sternberg, R. J. Evaluation of evidence in causal inference. <u>Journal of Experimental Psychology: General</u> , in press.
22	<u>Componential Approaches to the Training of Intelligent Performance</u> . April, 1980.	Sternberg, R. J., Ketron, J. L., & Powell, J. S. Componential approaches to the training of intelligent performance. <u>Intelligence</u> , in press.
23	<u>Intelligence and Nonentrenchment</u> . April, 1980.	UNPUBLISHED TO DATE.
24	<u>Reasoning, Problem Solving, and Intelligence</u> . April, 1980.	Sternberg, R. J. Reasoning, problem solving, and intelligence. In R. J. Sternberg (Ed) <u>Handbook of human intelligence</u> . New York: Cambridge University Press, in press.
25	<u>Claims, Counterclaims, and Components: A Countercritique of Componential Analysis</u> . June, 1980.	Sternberg, R. J. Claims, counterclaims, and components: A countercritique of componential analysis. <u>Behavioral and Brain Sciences</u> , in press.
26	<u>Interaction and Analogy in the Comprehension and Appreciation of Metaphors</u> . October, 1980.	UNPUBLISHED TO DATE.
27	<u>The Nature of Intelligence</u> . October, 1980.	Sternberg, R. J. The nature of intelligence. <u>New York University Education Quarterly</u> , in press.
28	<u>People's Conceptions of Intelligence</u> . October, 1980.	Sternberg, R. J., Conway, B. E., Ketron, J. L., & Bernstein, M. People's conceptions of intelligence. <u>Journal of Personality and Social Psychology: Attitudes and Social Cognition</u> , in press.

Technical Reports Presently in this Series

NR 150-412, ONR Contract N0001478C0025

No.	Name	Published Reference
29	<u>Nothing Fails Like Success: The Search for an Intelligent Paradigm for Studying Intelligence.</u>	Sternberg, R. J. Nothing fails like success: The search for an intelligent paradigm for studying intelligence. <u>Journal of Educational Psychology</u> , in press.
30	<u>Reasoning with Determinate and Indeterminate Linear Syllogisms.</u>	NOT YET PUBLISHED.
31	<u>A Componential Interpretation of the General Factor in Human Intelligence.</u>	Sternberg, R. J., & Gardner, M. K. A componential interpretation of the general factor in human intelligence. In H. J. Eysenck (Ed.), <u>A model for intelligence</u> . Berlin: Springer, in press.

## Navy

- 1 Dr. Ed Aiken  
Navy Personnel R&D Center  
San Diego, CA 92152
- 1 Meryl S. Baker  
NPRDC  
Code P300  
San Diego, CA 92152
- 1 Dr. Jack R. Borsting  
Provost & Academic Dean  
U.S. Naval Postgraduate School  
Monterey, CA 93940
- 1 Dr. Robert Preaux  
Code N-711  
NAVTRAEQUIPCEN  
Orlando, FL 32813
- 1 Chief of Naval Education and Training  
Liason Office  
Air Force Human Resource Laboratory  
Flying Training Division  
WILLIAMS AFB, AZ 85224
- 1 Dr. Larry Dean, LT, MSC, USN  
Psychology Department  
Naval Submarine Medical Research Lab  
Naval Submarine Base  
Groton, CT 06340
- 1 Dr. Richard Elster  
Department of Administrative Sciences  
Naval Postgraduate School  
Monterey, CA 93940
- 1 DR. PAT FEDERICO  
NAVY PERSONNEL R&D CENTER  
SAN DIEGO, CA 92152
- 1 Mr. Paul Foley  
Navy Personnel R&D Center  
San Diego, CA 92152
- 1 Dr. John Ford  
Navy Personnel R&D Center  
San Diego, CA 92152

## Navy

- 1 Dr. Henry H. Halff  
Department of Psychology, C-009  
University of California at San Diego  
La Jolla, CA 92093
- 1 LT Steven D. Harris, MSC, USN  
Code 6021  
Naval Air Development Center  
Warminster, Pennsylvania 18974
- 1 Dr. Patrick R. Harrison  
Psychology Course Director  
LEADERSHIP & LAW DEPT. (7b)  
DIV. OF PROFESSIONAL DEVELOPMENT  
U.S. NAVAL ACADEMY  
ANNAPOLIS, MD 21402
- 1 Dr. Jim Hollan  
Code 304  
Navy Personnel R & D Center  
San Diego, CA 92152
- 1 CDR Charles W. Hutchins  
Naval Air Systems Command Hq  
AIR-340F  
Navy Department  
Washington, DC 20361
- 1 CDR Robert S. Kennedy  
Head, Human Performance Sciences  
Naval Aerospace Medical Research Lab  
Box 29407  
New Orleans, LA 70189
- 1 Dr. Herman J. Kerr  
Chief of Naval Technical Training  
Naval Air Station Memphis (75)  
Hillington, TN 37054
- 1 Dr. William L. Malcy  
Principal Civilian Advisor for  
Education and Training  
Naval Training Command, Code 00A  
Pensacola, FL 32504
- 1 Dr. Knoble Marshall  
Scientific Advisor to BCPD(NPT)  
OP01T  
Washington DC 20370

## Navy

- 1 CAPT Richard L. Martin, USN  
Prospective Commanding Officer  
USS Carl Vinson (CVN-70)  
Newport News Shipbuilding and Drydock Co  
Newport News, VA 23607
- 1 Dr. James McBride  
Navy Personnel R&D Center  
San Diego, CA 92152
- 1 Dr. George Moeller  
Head, Human Factors Dept.  
Naval Submarine Medical Research Lab  
Groton, CN 06340
- 1 Dr William Montague  
Navy Personnel R&D Center  
San Diego, CA 92152
- 1 Library  
Naval Health Research Center  
P. O. Box 35122  
San Diego, CA 92138
- 1 Naval Medical R&D Command  
Code 44  
National Naval Medical Center  
Bethesda, MD 20814
- 1 CAPT Paul Nelson, USN  
Chief, Medical Service Corps  
Bureau of Medicine & Surgery (MED-23)  
U. S. Department of the Navy  
Washington, DC 20372
- 1 Ted M. I. Yellen  
Technical Information Office, Code 201  
NAVY PERSONNEL R&D CENTER  
SAN DIEGO, CA 92152
- 1 Library, Code P201L  
Navy Personnel R&D Center  
San Diego, CA 92152
- 6 Commanding Officer  
Naval Research Laboratory  
Code 2627  
Washington, DC 20390

## Navy

- 1 Psychologist  
ONR Branch Office  
Bldg 114, Section D  
566 Summer Street  
Boston, MA 02210
- 1 Psychologist  
ONR Branch Office  
536 S. Clark Street  
Chicago, IL 60605
- 1 Office of Naval Research  
Code 437  
800 N. Quincy Street  
Arlington, VA 22217
- 1 Office of Naval Research  
Code 441  
800 N. Quincy Street  
Arlington, VA 22217
- 5 Personnel & Training Research Programs  
(Code 458)  
Office of Naval Research  
Arlington, VA 22217
- 1 Psychologist  
ONR Branch Office  
1030 East Green Street  
Pasadena, CA 91101
- 1 Office of the Chief of Naval Operations  
Research Development & Studies Branch  
(OP-115)  
Washington, DC 20350
- 1 Dr. Donald F. Parker  
Graduate School of Business Administration  
University of Michigan  
Ann Arbor, MI 48109
- 1 LT Frank C. Pethe, MSC, USN (Ph.D)  
Code L51  
Naval Aerospace Medical Research Laboratory  
Pensacola, FL 32503



## Navy

- 1 Roger W. Remington, Ph.D  
Code L52  
NAHRL  
Pensacola, FL 32508
- 1 Dr. Bernard Rimland (03B)  
Navy Personnel R&D Center  
San Diego, CA 92152
- 1 Mr. Arnold Rubenstein  
Naval Personnel Support Technology  
Naval Material Command (08T244)  
Room 1044, Crystal Plaza #5  
2221 Jefferson Davis Highway  
Arlington, VA 20360
- 1 Dr. Worth Scanland  
Chief of Naval Education and Training  
Code N-5  
NAS, Pensacola, FL 32508
- 1 Dr. Sam Schiflett, SY 721  
Systems Engineering Test Directorate  
U.S. Naval Air Test Center  
Patuxent River, MD 20670
- 1 Dr. Robert G. Smith  
Office of Chief of Naval Operations  
OP-987H  
Washington, DC 20350
- 1 Dr. Alfred F. Snide  
Training Analysis & Evaluation Group  
(TAEG)  
Dept. of the Navy  
Orlando, FL 32813
- 1 W. Gary Thomson  
Naval Ocean Systems Center  
Code 7132  
San Diego, CA 92152
- 1 Dr. Ronald Weitzman  
Code 54 WZ  
Department of Administrative Sciences  
U. S. Naval Postgraduate School  
Monterey, CA 93940

## Navy

- 1 Dr. Robert Wisher  
Code 309  
Navy Personnel R&D Center  
San Diego, CA 92152
- 1 DR. MARTIN F. WISKOFF  
NAVY PERSONNEL R&D CENTER  
SAN DIEGO, CA 92152
- 1 Mr John H. Wolfe  
Code P310  
U. S. Navy Personnel Research and  
Development Center  
San Diego, CA 92152

## Army

- 1 Technical Director  
U. S. Army Research Institute for the  
Behavioral and Social Sciences  
5001 Eisenhower Avenue  
Alexandria, VA 22333
- 1 HQ USAREUE & 7th Army  
ODCSOPS  
USAREUE Director of GED  
APO New York 09402
- 1 DR. RALPH DUSEK  
U.S. ARMY RESEARCH INSTITUTE  
5001 EISENHOWER AVENUE  
ALEXANDRIA, VA 22333
- 1 Dr. Michael Kaplan  
U.S. ARMY RESEARCH INSTITUTE  
5001 EISENHOWER AVENUE  
ALEXANDRIA, VA 22333
- 1 Dr. Milton S. Katz  
Training Technical Area  
U.S. Army Research Institute  
5001 Eisenhower Avenue  
Alexandria, VA 22333
- 1 Dr. Harold F. O'Neil, Jr.  
Attn: PERI-OK  
Army Research Institute  
5001 Eisenhower Avenue  
Alexandria, VA 22333
- 1 Dr. Robert Sasmor  
U. S. Army Research Institute for the  
Behavioral and Social Sciences  
5001 Eisenhower Avenue  
Alexandria, VA 22333
- 1 Dr. Frederick Steinheiser  
U. S. Army Research Institute  
5001 Eisenhower Avenue  
Alexandria, VA 22333
- 1 Dr. Joseph Ward  
U.S. Army Research Institute  
5001 Eisenhower Avenue  
Alexandria, VA 22333

## Air Force

- 1 Air University Library  
AUL/LSE 76/443  
Maxwell AFB, AL 36112
- 1 Dr. Earl A. Alluisi  
HQ, AFHRL (AFSC)  
Brooks AFB, TX 78235
- 1 Dr. Genevieve Haddad  
Program Manager  
Life Sciences Directorate  
AFOSR  
Bolling AFB, DC 20332
- 1 Dr. Ronald G. Hughes  
AFHRL/OTR  
Williams AFB, AZ 85224
- 1 Dr. Ross L. Morgan (AFHRL/LR)  
Wright -Patterson AFB  
Ohio 45433
- 1 Dr. Malcolm Ree  
AFHRL/MP  
Brooks AFB, TX 78235
- 1 Dr. Marty Rockway  
Technical Director  
AFHRL(OT)  
Williams AFB, AZ 58224
- 2 3700 TCHTW/TTCH Stop 32  
Sheppard AFB, TX 76311
- 1 Jack A. Thorp, Maj., USAF  
Life Sciences Directorate  
AFOSR  
Bolling AFB, DC 20332

Marines

- 1 H. William Greenup  
Education Advisor (EO31)  
Education Center, MCDEC  
Quantico, VA 22134
- 1 Headquarters, U. S. Marine Corps  
Code MPI-20  
Washington, DC 20380
- 1 Special Assistant for Marine  
Corps Matters  
Code 100M  
Office of Naval Research  
800 N. Quincy St.  
Arlington, VA 22217
- 1 DR. A.L. SLAFKOSKY  
SCIENTIFIC ADVISOR (CODE RD-1)  
HQ, U.S. MARINE CORPS  
WASHINGTON, DC 20380

Coast Guard

- 1 Chief, Psychological Research Branch  
U. S. Coast Guard (G-P-1/2/TP42)  
Washington, DC 20593
- 1 Mr. Thomas A. Warm  
U. S. Coast Guard Institute  
P. O. Substation 13  
Oklahoma City, OK 73169

## Other DoD

- 12 Defense Technical Information Center  
Cameron Station, Bldg 5  
Alexandria, VA 22314  
Attn: TC
- 1 Dr. Dexter Fletcher  
ADVANCED RESEARCH PROJECTS AGENCY  
1400 WILSON BLVD.  
ARLINGTON, VA 22209
- 1 Military Assistant for Training and  
Personnel Technology  
Office of the Under Secretary of Defense  
for Research & Engineering  
Room 3D122, The Pentagon  
Washington, DC 20301

## Civil Govt

- 1 Dr. Susan Chipman  
Learning and Development  
National Institute of Education  
1200 19th Street NW  
Washington, DC 20208
- 1 Dr. Joseph I. Lipson  
SEPR W-638  
National Science Foundation  
Washington, DC 20550
- 1 William J. McLaurin  
Rm. 301, Internal Revenue Service  
2221 Jefferson Davis Highway  
Arlington, VA 22202
- 1 Dr. Andrew R. Molnar  
Science Education Dev.  
and Research  
National Science Foundation  
Washington, DC 20550
- 1 Personnel R&D Center  
Office of Personnel Management  
1900 E Street NW  
Washington, DC 20415
- 1 Dr. H. Wallace Sinaiko  
Program Director  
Manpower Research and Advisory Services  
Smithsonian Institution  
501 North Pitt Street  
Alexandria, VA 22314
- 1 Dr. Frank Withrow  
U. S. Office of Education  
480 Maryland Ave. NE  
Washington, DC 20202
- 1 Dr. Joseph L. Young, Director  
Memory & Cognitive Processes  
National Science Foundation  
Washington, DC 20550

## Non Govt

- 1 Dr. John R. Anderson  
Department of Psychology  
Carnegie Mellon University  
Pittsburgh, PA 15213
- 1 Anderson, Thomas H., Ph.D.  
Center for the Study of Reading  
174 Children's Research Center  
51 Gerty Drive  
Champaign, IL 61820
- 1 Dr. John Annett  
Department of Psychology  
University of Warwick  
Coventry CV4 7AL  
ENGLAND
- 1 DR. MICHAEL ATWOOD  
SCIENCE APPLICATIONS INSTITUTE  
40 DENVER TECH. CENTER WEST  
7935 F. PRENTICE AVENUE  
ENGLEWOOD, CO 80110
- 1 1 psychological research unit  
Dept. of Defense (Army Office)  
Campbell Park Offices  
Canberra ACT 2600, Australia
- 1 Dr. Alan Paddoley  
Medical Research Council  
Applied Psychology Unit  
15 Chaucer Road  
Cambridge CB2 2EF  
ENGLAND
- 1 Dr. Patricia Baggett  
Department of Psychology  
University of Denver  
University Park  
Denver, CO 80202
- 1 Mr. Avron Barr  
Department of Computer Science  
Stanford University  
Stanford, CA 94305

## Non Govt

- 1 Dr. Jackson Peatty  
Department of Psychology  
University of California  
Los Angeles, CA 90024
- 1 Dr. Isaac Bejar  
Educational Testing Service  
Princeton, NJ 08450
- 1 Dr. Nicholas A. Bond  
Dept. of Psychology  
Sacramento State College  
600 Jay Street  
Sacramento, CA 95819
- 1 Dr. Lyle Bourne  
Department of Psychology  
University of Colorado  
Boulder, CO 80309
- 1 Dr. Robert Frennan  
American College Testing Programs  
P. O. Box 168  
Iowa City, IA 52240
- 1 Dr. John S. Brown  
XEROX Palo Alto Research Center  
3333 Coyote Road  
Palo Alto, CA 94304
- 1 Dr. Bruce Buchanan  
Department of Computer Science  
Stanford University  
Stanford, CA 94305
- 1 DR. C. VICTOR BUNDERSON  
WICAT INC.  
UNIVERSITY PLAZA, SUITE 10  
1150 SO. STATE ST.  
OREN, UT 84057
- 1 Dr. Pat Carpenter  
Department of Psychology  
Carnegie-Mellon University  
Pittsburgh, PA 15213

## Non Govt

- 1 Dr. John B. Carroll  
Psychometric Lab  
Univ. of N.C. Carolina  
Davie Hall 013A  
Chapel Hill, NC 27514
- 1 Charles Myers Library  
Livingstone House  
Livingstone Road  
Stratford  
London E15 2LJ  
ENGLAND
- 1 Dr. William Chase  
Department of Psychology  
Carnegie Mellon University  
Pittsburgh, PA 15213
- 1 Dr. Micheline Chi  
Learning R & D Center  
University of Pittsburgh  
3939 O'Hara Street  
Pittsburgh, PA 15213
- 1 Dr. William Clancey  
Department of Computer Science  
Stanford University  
Stanford, CA 94305
- 1 Dr. Kenneth E. Clark  
College of Arts & Sciences  
University of Rochester  
River Campus Station  
Rochester, NY 14627
- 1 Dr. Norman Cliff  
Dept. of Psychology  
Univ. of So. California  
University Park  
Los Angeles, CA 90007
- 1 Dr. Allan M. Collins  
Bell Peraneck & Newman, Inc.  
50 Houlton Street  
Cambridge, MA 02139

## Non Govt

- 1 Dr. Lynn A. Cooper  
LRDC  
University of Pittsburgh  
3939 O'Hara Street  
Pittsburgh, PA 15213
- 1 Dr. Meredith P. Crawford  
American Psychological Association  
1200 17th Street, N.W.  
Washington, DC 20036
- 1 Dr. Kenneth R. Cross  
Anacapa Sciences, Inc.  
P.O. Drawer Q  
Santa Barbara, CA 93102
- 1 Dr. Emmanuel Donchin  
Department of Psychology  
University of Illinois  
Champaign, IL 61820
- 1 Dr. Hubert Dreyfus  
Department of Philosophy  
University of California  
Berkeley, CA 94720
- 1 COL J. C. Eggenberger  
DIRECTORATE OF PERSONNEL APPLIED RESEARCH  
NATIONAL DEFENCE HQ  
101 COLONEL BY DRIVE  
OTTAWA, CANADA K1A 0K2
- 1 ERIC Facility-Acquisitions  
4823 Rugby Avenue  
Bethesda, MD 20814
- 1 Dr. Ed Feigenbaum  
Department of Computer Science  
Stanford University  
Stanford, CA 94305
- 1 Dr. J. and L. Fergusen  
College Testing Program  
1000 1st St.  
Pittsburgh, PA 15240

## Non Govt

- 1 Dr. Edwin A. Fleishman  
Advanced Research Resources Organ.  
Suite 900  
4330 East West Highway  
Washington, DC 20014
- 1 Dr. John R. Frederiksen  
Bolt Beranek & Newman  
50 Moulton Street  
Cambridge, MA 02138
- 1 Dr. Alinda Friedman  
Department of Psychology  
University of Alberta  
Edmonton, Alberta  
CANADA T6G 2E9
- 1 Dr. R. Edward Geiselman  
Department of Psychology  
University of California  
Los Angeles, CA 90024
- 1 DR. ROBERT GLASER  
LRDC  
UNIVERSITY OF PITTSBURGH  
3939 O'HARA STREET  
PITTSBURGH, PA 15213
- 1 Dr. Marvin D. Glick  
217 Stone Hall  
Cornell University  
Ithaca, NY 14853
- 1 Dr. Daniel Gopher  
Industrial & Management Engineering  
Technion-Israel Institute of Technology  
Haifa  
ISRAEL
- 1 DR. JAMES G. GREFNO  
LRDC  
UNIVERSITY OF PITTSBURGH  
3939 O'HARA STREET  
PITTSBURGH, PA 15213
- 1 Dr. Ron Hambleton  
School of Education  
University of Massachusetts  
Amherst, MA 01002

## Non Govt

- 1 Dr. Harold Hawkins  
Department of Psychology  
University of Oregon  
Eugene OR 97403
- 1 Dr. Barbara Hayes-Roth  
The Rand Corporation  
1700 Main Street  
Santa Monica, CA 90406
- 1 Dr. Frederick Hayes-Roth  
The Rand Corporation  
1700 Main Street  
Santa Monica, CA 90406
- 1 Dr. James R. Hoffman  
Department of Psychology  
University of Delaware  
Newark, DE 19711
- 1 Glenda Greenwald, Ed.  
"Human Intelligence Newsletter"  
P. O. Box 1163  
Birmingham, MI 48012
- 1 Dr. Lloyd Humphreys  
Department of Psychology  
University of Illinois  
Champaign, IL 61820
- 1 Library  
HUMPRO/Western Division  
27857 Berwick Drive  
Carmel, CA 93921
- 1 Dr. Earl Hunt  
Dept. of Psychology  
University of Washington  
Seattle, WA 98105
- 1 Dr. Steven W. Keele  
Dept. of Psychology  
University of Oregon  
Eugene, OR 97403
- 1 Dr. Walter Kintsch  
Department of Psychology  
University of Colorado  
Boulder, CO 80502

## Non Govt

- 1 Dr. David Kieras  
Department of Psychology  
University of Arizona  
Tucson, AZ 85721
- 1 Dr. Stephen Kosslyn  
Harvard University  
Department of Psychology  
33 Kirkland Street  
Cambridge, MA 02138
- 1 Mr. Harlin Kroger  
1117 Via Coleta  
Palos Verdes Estates, CA 90274
- 1 Dr. Jill Larkin  
Department of Psychology  
Carnegie Mellon University  
Pittsburgh, PA 15213
- 1 Dr. Alan Lesgold  
Learning R&D Center  
University of Pittsburgh  
Pittsburgh, PA 15260
- 1 Dr. Charles Lewis  
Faculteit Sociale Wetenschappen  
Rijksuniversiteit Groningen  
Oude Boteringestraat  
Groningen  
NETHERLANDS
- 1 Dr. James Lumsden  
Department of Psychology  
University of Western Australia  
Nedlands W.A. 6009  
AUSTRALIA
- 1 Dr. Mark Miller  
Computer Science Laboratory  
Texas Instruments, Inc.  
Mail Station 271, P.O. Box 225936  
Dallas, TX 75265
- 1 Dr. Allen Munro  
Behavioral Technology Laboratories  
1345 Elena Ave., Fourth Floor  
Redondo Beach, CA 90277

## Non Govt

- 1 Dr. Donald A. Norman  
Dept. of Psychology C-009  
Univ. of California, San Diego  
La Jolla, CA 92093
- 1 Dr. Melvin R. Novick  
356 Lindquist Center for Measurement  
University of Iowa  
Iowa City, IA 52242
- 1 Dr. Jesse Orlansky  
Institute for Defense Analyses  
400 Army Navy Drive  
Arlington, VA 22202
- 1 Dr. Seymour A. Papert  
Massachusetts Institute of Technology  
Artificial Intelligence Lab  
545 Technology Square  
Cambridge, MA 02139
- 1 Dr. James A. Paulson  
Portland State University  
P.O. Box 751  
Portland, OR 97207
- 1 MR. LUIGI PETRULLO  
2431 N. EDGEWOOD STREET  
ARLINGTON, VA 22207
- 1 Dr. Martha Polson  
Department of Psychology  
University of Colorado  
Boulder, CO 80502
- 1 DR. PETER POLSON  
DEPT. OF PSYCHOLOGY  
UNIVERSITY OF COLORADO  
BOULDER, CO 80509
- 1 Dr. Steven E. Poltrock  
Department of Psychology  
University of Denver  
Denver, CO 80203
- 1 DR. DIANE M. RAMSLEY-KLEE  
R-K RESEARCH & SYSTEM DESIGN  
3247 RIDGEMONT DRIVE  
MALIBU, CA 90265



## Non Govt

- 1 MINRAT M. L. RAUCH  
P II 4  
BUNDESMINISTERIUM DER VERTEIDIGUNG  
POSTFACH 1328  
D-53 BOHN 1, GERMANY
- 1 Dr. Mark D. Reckase  
Educational Psychology Dept.  
University of Missouri-Columbia  
4 Hill Hall  
Columbia, MO 65211
- 1 Dr. Fred Reif  
SESAME  
c/o Physics Department  
University of California  
Berkeley, CA 94720
- 1 Dr. Andrew M. Rose  
American Institutes for Research  
1055 Thomas Jefferson St. NW  
Washington, DC 20007
- 1 Dr. Ernst Z. Rothkopf  
Bell Laboratories  
600 Mountain Avenue  
Murray Hill, NJ 07974
- 1 PROF. FUMIKO SAMEJIMA  
DEPT. OF PSYCHOLOGY  
UNIVERSITY OF TENNESSEE  
KNOXVILLE, TN 37916
- 1 Dr. Irwin Sarason  
Department of Psychology  
University of Washington  
Seattle, WA 98195
- 1 DR. WALTER SCHNEIDER  
DEPT. OF PSYCHOLOGY  
UNIVERSITY OF ILLINOIS  
CHAMPAIGN, IL 61820
- 1 Dr. Alan Schoenfeld  
Department of Mathematics  
Hamilton College  
Clinton, NY 13323

## Non Govt

- 1 Committee on Cognitive Research  
% Dr. Lonnie R. Sherrod  
Social Science Research Council  
605 Third Avenue  
New York, NY 10016
- 1 Robert S. Siegler  
Associate Professor  
Carnegie-Mellon University  
Department of Psychology  
Schenley Park  
Pittsburgh, PA 15213
- 1 Dr. Robert Smith  
Department of Computer Science  
Rutgers University  
New Brunswick, NJ 08903
- 1 Dr. Richard Snow  
School of Education  
Stanford University  
Stanford, CA 94305
- 1 DR. ALBERT STEVENS  
FOLT BERANEK & NEWMAN, INC.  
50 MOUNTON STREET  
CAMBRIDGE, MA 02138
- 1 Dr. Thomas G. Sticht  
Director, Basic Skills Division  
HUMERO  
300 N. Washington Street  
Alexandria, VA 22314
- 1 Dr. David Stone  
ED 236  
SUNY, Albany  
Albany, NY 12222
- 1 DR. PATRICK SUPPES  
INSTITUTE FOR MATHEMATICAL STUDIES IN  
THE SOCIAL SCIENCES  
STANFORD UNIVERSITY  
STANFORD, CA 94305

## Non Govt

- 1 Dr. Hariharan Swaminathan  
Laboratory of Psychometric and  
Evaluation Research  
School of Education  
University of Massachusetts  
Amherst, MA 01003
- 1 Dr. Kikumi Tatsucka  
Computer Based Education Research  
Laboratory  
252 Engineering Research Laboratory  
University of Illinois  
Urbana, IL 61801
- 1 Dr. David Thissen  
Department of Psychology  
University of Kansas  
Lawrence, KS 66044
- 1 Dr. John Thomas  
IDM Thomas J. Watson Research Center  
P.O. Box 218  
Yorktown Heights, NY 10598
- 1 DR. PERRY THORNDYKE  
THE RAND CORPORATION  
1700 MAIN STREET  
SANTA MONICA, CA 90406
- 1 Dr. Douglas Towne  
Univ. of So. California  
Behavioral Technology Labs  
1845 S. Elena Ave.  
Redondo Beach, CA 90277
- 1 Dr. J. Uhlaner  
Perceptrics, Inc.  
6271 Variel Avenue  
Woodland Hills, CA 91364
- 1 Dr. Penton J. Underwood  
Dept. of Psychology  
Northwestern University  
Evanston, IL 60201
- 1 Dr. William R. Uttal  
University of Michigan  
Institute for Social Research  
Ann Arbor, MI 48106

## Non Govt

- 1 Dr. Howard Wainer  
Bureau of Social Science Research  
1900 M Street, N. W.  
Washington, DC 20036
- 1 Dr. Phyllis Weaver  
Graduate School of Education  
Harvard University  
200 Larsen Hall, Appian Way  
Cambridge, MA 02138
- 1 Dr. David J. Weiss  
N660 Elliott Hall  
University of Minnesota  
75 E. River Road  
Minneapolis, MN 55455
- 1 Dr. Keith T. Wesecurt  
Information Sciences Dept.  
The Rand Corporation  
1700 Main St.  
Santa Monica, CA 90406
- 1 DR. SUSAN E. WHITELY  
PSYCHOLOGY DEPARTMENT  
UNIVERSITY OF KANSAS  
LAWRENCE, KANSAS 66044
- 1 Dr. Christopher Wickens  
Department of Psychology  
University of Illinois  
Champaign, IL 61820
- 1 Dr. J. Arthur Woodward  
Department of Psychology  
University of California  
Los Angeles, CA 90024